



United States of America National Labor Relations Board **NOTICE OF ELECTION**



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 4:30 p.m. (CDT) on Wednesday, July 15, 2020, ballots will be mailed to voters from the National Labor Relations Board, Region 18, Federal Office Building, 212 Third Avenue South, Suite 200, Minneapolis, MN 55401. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by July 29, 2020, should communicate immediately with the National Labor Relations Board by either calling the Region 18 Office at (612)348-1757 or our national toll-free line at 1-844-762-NLRB (1-844-762-6572).

Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 18 office, by close of business, 4:30 p.m. (CDT), on August 5, 2020. The mail ballots will be commingled and counted at the Region 18 office located at Federal Office Building, 212 Third Avenue South, Suite 200, Minneapolis, Minnesota at 3:00 p.m. (CDT) on August 12, 2020. The method for the count will require virtual participation and will be determined by the Regional Director prior to the count. In order to be valid and counted, the returned ballots must be received in the Region 18 Office prior to the counting of the ballots.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



United States of America
National Labor Relations Board



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07-RC-256592

**HENRY FORD MACOMB HOSPITAL CORPORATION
D/B/A HENRY FORD MACOMB HOSPITAL - MT. CLEMENS CAMPUS**

VOTING GROUP – UNIT A

EMPLOYEES ELIGIBLE TO VOTE:

Those eligible to vote are: All full-time and regular part-time registered nurses (RNs) and clinical coordinators employed by the Employer at its facility located at 215 North Avenue, Mount Clemens, Michigan, who were employed by the Employer during the payroll period ending July 4, 2020.

Also eligible to vote are all employees in the units who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.

EMPLOYEES NOT ELIGIBLE TO VOTE:

Those not eligible to vote are: Licensed practical nurses, mental health technicians, managers and guards and supervisors.





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BALLOT FOR VOTING GROUP - UNIT A

	
UNITED STATES OF AMERICA National Labor Relations Board 07-RC-256592 OFFICIAL SECRET BALLOT For certain employees of HENRY FORD MACOMB HOSPITAL CORPORATION D/B/A HENRY FORD MACOMB HOSPITAL - MT CLEMENS CAMPUS	
Do you wish to be included with nonprofessional employees in a unit for the purposes of collective bargaining?	
MARK AN "X" IN THE SQUARE OF YOUR CHOICE	
YES <input type="checkbox"/>	NO <input type="checkbox"/>
Do you wish to be represented for purposes of collective bargaining by LOCAL 9699, INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO?	
MARK AN "X" IN THE SQUARE OF YOUR CHOICE	
YES <input type="checkbox"/>	NO <input type="checkbox"/>
DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.	
MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, see enclosed instruction to Eligible Employees Voting by U.S. Mail, on how to return ballot to our Office. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.	
The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.	



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**HENRY FORD MACOMB HOSPITAL CORPORATION
D/B/A HENRY FORD MACOMB HOSPITAL – MT. CLEMENS CAMPUS**

VOTING GROUP – UNIT B

EMPLOYEES ELIGIBLE TO VOTE:

Those eligible to vote are: All full-time and regular part-time licensed practical nurses and mental health technicians employed by the Employer at its facility located at 215 North Avenue, Mount Clemens, Michigan, who were employed by the Employer during the payroll period ending July 4, 2020.

Also eligible to vote are all employees in the units who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.

EMPLOYEES NOT ELIGIBLE TO VOTE:

Those not eligible to vote are: Registered nurses, clinical coordinators, managers and guards and supervisors Licensed practical nurses, mental health technicians, managers and guards and supervisors.

OTHERS PERMITTED TO VOTE: The parties have agreed that unit secretaries, a/k/a health unit clerks, may vote in the election as part of Unit B but their ballots will be challenged since their eligibility has not been resolved. No decision has been made regarding whether the individuals in this classification or group are included in, or excluded from, the bargaining unit. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election.



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BALLOT FOR VOTING GROUP - UNIT B



UNITED STATES OF AMERICA
National Labor Relations Board

07-RC-256592



OFFICIAL SECRET BALLOT

For certain employees of

**HENRY FORD MACOMB HOSPITAL CORPORATION D/B/A HENRY FORD
MACOMB HOSPITAL - MT CLEMENS CAMPUS**

Do you wish to be represented for purposes of collective bargaining by

**LOCAL 9699, INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO?**

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

☐

NO

☐

**DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR
IDENTITY.**

MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, see enclosed Instruction to Eligible Employees Voting by U.S. Mail, on how to return ballot to our Office. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

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Self Determination Election: If a majority of the professional employees voting in Voting Group A vote “Yes” to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Voting Group B to decide the question concerning representation for the overall unit consisting of the employees in Voting Groups A and B. If on the other hand, a majority of the professional employees voting in Voting Group A do not vote “Yes” to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit A.



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NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (313)226-3200 or visit the NLRB website www.nlrb.gov for assistance.